



DEFENSE FINANCE AND ACCOUNTING SERVICE

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MAY 7 2002

DFAS-DFM

MEMORANDUM FOR DIRECTOR, MILITARY PAY OPERATIONS, DEFENSE
FINANCE AND ACCOUNTING SERVICE (PM/CL)

SUBJECT: Interim Change to the DoDFMR, Volume 7A, Regarding
Career Sea Pay Reform (DFAS Item L-39)

Attached is Interim Change 28-02 to Chapter 18 of the Defense Financial Management Regulation (DoDFMR), Volume 7A. It has an effective date of October 1, 2001. This change is a complete rewrite of Chapter 18. The basic entitlement rules are unchanged, though put in a format to accommodate the different military services. The substantive difference is inclusion of a new career sea pay table for Navy and Marine Corps members and retention, in a new format, of the previously existing table rates for use by all other service members.

We have evaluated your comments on the proposed change and included your comments where appropriate. Assignment of the interim change number is your authority to initiate procedural modifications to implement this change. Use the attached to initiate the formal change to the DoDFMR, Volume 7A.

for *Gloria D. Harris*
Jerry S. Hinton
Director for Finance

Attachment:
As stated

cc: OUSD(C) (ODCFO) (FP)
DASD(MPP) (Comp)
ODGC(F)
Service Liaisons
USCG/NOAA/PHS Liaisons
DFAS-DDM/CL
DFAS-PMA/CL

Career Sea Pay Reform

1. Insert the following Table of Contents at the beginning of Chapter 18:

TABLE OF CONTENTS**SPECIAL PAY—CAREER SEA PAY**

1801 General Provisions
1802 Conditions of Entitlement
1803 Rates Payable
1804 Restrictions

2. Replace the entirety of Chapter 18, including the bibliography, with the attached revision.

3. Modify the list of References for this volume by replacing the description for reference (ak) with "**Not used**".

4. Modify the list of Figures/Tables for this volume by replacing the entries for Tables 18-2 through 18-4B with the following:

Table	Title	Page No.
18-2	Monthly Career Sea Pay Rates (Navy and Marine Corps Members)-- Effective October 1, 2001	18-6
18-3	Monthly Career Sea Pay Rates (Other than Navy and Marine Corps Members)-- Effective May 1, 1988	18-7

CHAPTER 18

SPECIAL PAY—CAREER SEA PAY

1801 GENERAL PROVISIONS

180101. Entitlement. A member who is entitled to basic pay is entitled to career sea pay (CSP) and career sea pay premium (CSP-P) while serving on sea duty under regulations prescribed by the Secretary concerned and the provisions of this chapter.

180102. Definitions.

A. CSP. Career sea pay is special pay for recognition of the greater than normal rigors of assignment to sea duty.

B. CSP-P. Career sea pay premium is special pay that is additional to CSP and is paid for unusually long periods of continuous sea duty. A member entitled to career sea pay who has served 36 consecutive months of sea duty is also entitled to career sea pay premium for the 37th consecutive month and each subsequent consecutive month of sea duty served.

C. Sea Duty. For the purpose of entitlement to CSP and CSP-P, the term “sea duty” means duty performed by a member under orders meeting one of the following conditions.

1. While permanently assigned for duty to a ship, ship-based staff, or ship-based aviation unit and serving in a ship with a primary mission that is accomplished underway (includes ships designated as destroyer or submarine tenders). Periods when the member is on temporary duty, on leave, hospitalized or otherwise temporarily absent under orders, not to exceed the first 30 consecutive days of each occurrence, are also counted.

2. While temporarily assigned for duty to a ship, ship-based staff, or ship-based aviation unit and serving in a ship with a primary mission that is accomplished underway (includes ships designated as destroyer or submarine tenders).

3. While permanently or temporarily assigned for duty to a ship or ship-based staff and serving in a ship with a primary mission that is accomplished in port, but only during that period while the ship is away from its homeport. A ship is considered to be away from its homeport whenever it is at sea, or is in a port that is more than 50 miles from its homeport.

4. While serving as a member of the off-crew of a two-crewed submarine.

D. Cumulative Sea Duty. Cumulative sea duty is the total time a member has been assigned to qualifying sea duty during their service career, regardless of pay grade. Additionally, it shall include all time during which a member is assigned to a ship or ship-based staff and actually serving in a ship with a primary mission that is accomplished in port, regardless of whether the ship is at sea or away from homeport.

E. Ship. For the purpose of entitlement to CSP and CSP-P, the term “ship” means a self-propelled vessel in an active status, in commission, or in-service.

1802 CONDITIONS OF ENTITLEMENT

180201. The conditions of entitlement to CSP are enumerated in Table 18-1. Additionally, CSP is dependent upon the branch of service, pay grade and total cumulative years of sea duty applicable to the member.

A. All members of the Navy and Marine Corps in pay grades E-1 through O-6 are eligible for payment of CSP.

B. All members of other than the Navy and Marine Corps in pay grades E-4 through W-5 are eligible for payment of CSP as are officers in pay grades O-1 through O-6 with over 3 years of cumulative sea duty.

180202. The conditions of entitlement to CSP-P require the member to first be entitled to CSP. The CSP-P is additional to CSP. However, for certain pay grades, it has been included in the CSP rate tables and is not payable as a separate item. When payable as a separate item, CSP-P accrues from the first day following the completion of the 36th month of consecutive sea duty, and will be prorated if beginning on other than the first day of a calendar month. For example, a member beginning a period of sea duty on January 15, 1999, would accrue CSP-P beginning January 16, 2002.

A. The following personnel, when entitled to CSP, are also entitled to CSP-P as a separate item of pay following completion of the 36th month of consecutive sea duty.

1. All officers and warrant officers, regardless of years of sea duty.
2. Enlisted members of the Navy and Marine Corps in pay grades E-1 through E-4, regardless of years of sea duty.
3. Enlisted members of the Navy and Marine Corps in pay grades E-5 through E-9 with not over 8 years of cumulative sea duty.
4. Enlisted members other than those of the Navy and Marine Corps in pay grade E-4, regardless of years of sea duty.

5. Enlisted members other than those of the Navy and Marine Corps in pay grades E-5 through E-9 with not over 5 years of cumulative sea duty.

B. The following personnel have CSP-P already included in the CSP rate table and are not to receive a separate CSP-P payment following completion of the 36th month of consecutive sea duty.

1. Enlisted members of the Navy and Marine Corps in pay grades E-5 through E-9 with over 8 years of cumulative sea duty.

2. Enlisted members other than those of the Navy and Marine Corps in pay grades E-5 through E-9 with over 5 years of cumulative sea duty.

1803 RATES PAYABLE

180301. The monthly rates of CSP for members of the Navy and Marine Corps are in Table 18-2.

180302. The monthly rates of CSP for members other than those of the Navy and Marine Corps are in Table 18-3.

180303. The monthly rate of CSP-P is \$100.

1804 RESTRICTIONS

180401. Do not credit time for sea duty and do not pay CSP or CSP-P to members en route to or from ships outside the CONUS, or on board a ship for transportation, regardless of the length of the period. This restriction applies to the periods prior to a member reporting for permanent duty and after being permanently detached from duty on board a ship.

180402. Do not credit time for sea duty and do not pay CSP or CSP-P to midshipmen, aviation cadets, or academy cadets.

180403. Do not pay CSP-P to any member not entitled to CSP.

180404. Do not pay CSP-P to enlisted members entitled to CSP in Table 18-2 if they are in pay grades E-5 through E-9 and have over 8 years of cumulative sea duty.

180405. Do not pay CSP-P to enlisted members entitled to CSP in Table 18-3 if they are in pay grades E-5 through E-9 and have over 5 years of cumulative sea duty.

180406. Do not pay CSP and Hardship Duty Location Pay for Certain Places (HDP-L(CP)) for the same period of service.

CAREER SEA PAY—CONDITIONS OF ENTITLEMENT					
R U L E	A	B		C	D
	When an eligible member	and is serving on a ship whose primary mission is accomplished		and	then career sea pay
		underway	in port		
1	reports for permanent duty defined as sea duty	X			starts on date of reporting.
2			X	member is on board when ship departs from homeport	accrues from departure date.
3			X	member reports on board while ship is away from homeport	accrues from day of reporting.
4	is detached from permanent duty defined as sea duty	X	X		terminates on date of detachment provided member is otherwise entitled on that date.
5	is discharged while on sea duty	X	X	immediately reenlists on board	continues to accrue provided member is otherwise entitled
6	on sea duty is entitled to career sea pay		X	ship returns to homeport	accrues through the date the ship returns to homeport.
7	on sea duty	X		is on TDY, TAD, temporarily based ashore, under orders, or hospitalized ashore (note 1)	accrues during the first 30 days member is in such status.
8			X		accrues during the first 30 days member is in such status provided member is otherwise entitled and ship remains away from its homeport (note 2).
9	on sea duty is on authorized leave	X	X		accrues for the period of leave if otherwise entitled.
10	is based on or stationed ashore	X		the type of duty is TAD or TDY	accrues from date of reporting through date of detachment (note 3).
11			X		accrues as indicated in rules 2 and 3, as applicable, and terminates as indicated in rule 6 or date of detachment if ship remains away from home port.

Table 18-1. Career Sea Pay—Conditions of Entitlement

CAREER SEA PAY—CONDITIONS OF ENTITLEMENT					
R U L E	A	B		C	D
	When an eligible member	and is serving on a ship whose primary mission is accomplished		and	then career sea pay
		underway	in port		
12	is suspended or otherwise removed from duty or confined awaiting trial by court-martial	X	X	is acquitted or charges are dismissed	accrues retroactively from first day of confinement, suspension, or removal from duty, provided member is otherwise entitled.
13		X	X	is convicted	does not accrue beginning first day of confinement, suspension, or removal from duty through date prior to day of return to duty from any status above (note 4).
14	is confined as a result of court-martial	X	X		does not accrue beginning first day of confinement through date prior to date of release from confinement (note 4).
15	is permanently or temporarily assigned to duty on a ship which is undergoing alterations or repairs	X	X (note 5)	ship remains in an active status (in commission or in-service) (note 6)	continues to accrue.
16	is permanently or temporarily assigned to duty on a ship undergoing inactivation processing	X	X		stops when the ship reverts to inactive status.
17	is assigned to an FMF unit based on or stationed ashore	X		the type of duty is TAD or TDY	accrues from the date of embarkation through the date of debarkation (note 3).

NOTES:

1. Temporarily based ashore refers to a ship-based aviation unit or ship-based staff that has landed ashore with intent to return to a ship.
2. Entitlement terminates when the ship returns to the homeport.
3. Further TAD/TDY ashore from ship will not interrupt career sea pay entitlement for the first 30 days member is in such status provided member is otherwise entitled and returns to the ship.
4. Where sentence is changed to restriction to ship and member performs duty, career sea pay is resumed. Nonjudicial punishment does not result in loss of career sea pay.
5. Entitlement accrues only when the ship is away from the homeport.
6. OPNAVINST 4700.8 series defines ship status assignments for USN ships.

Table 18-1. Career Sea Pay—Conditions of Entitlement (Continued)

MONTHLY CAREER SEA PAY — EFFECTIVE OCTOBER 1, 2001 — (Navy and Marine Corps)***Cumulative Years of Sea Duty (note)***

Pay Grade	1 or less	Over 1	Over 2	Over 3	Over 4	Over 5	Over 6	Over 7	Over 8	Over 9	Over 10	Over 11	Over 12	Over 13	Over 14	Over 16	Over 18	Over 20
O-6	100.00			315.00	320.00		335.00	360.00	370.00	395.00	405.00	420.00	435.00		455.00	475.00	500.00	535.00
O-5	100.00			315.00				320.00	345.00	350.00	365.00	370.00			400.00	420.00	440.00	475.00
O-4	100.00			260.00	265.00	280.00	285.00	300.00	310.00		315.00		335.00		380.00	395.00	405.00	420.00
O-3	100.00			210.00	225.00	260.00	265.00	275.00	285.00	300.00	315.00		335.00		365.00	380.00	395.00	405.00
O-2	100.00			210.00	225.00	260.00	265.00	275.00	285.00	300.00	315.00		335.00		350.00	365.00	380.00	395.00
O-1	100.00			210.00	225.00	260.00	265.00	275.00	285.00	300.00	315.00		335.00		350.00	365.00	380.00	395.00
W-5	210.00				240.00	405.00	435.00				490.00	525.00	560.00		630.00		700.00	
W-4	210.00				240.00	405.00	435.00				490.00	525.00	560.00		630.00		700.00	
W-3	210.00				240.00	380.00	395.00	400.00	405.00	435.00	490.00	525.00	560.00		595.00		630.00	
W-2	210.00				240.00	365.00	370.00		380.00	435.00	475.00		525.00		560.00			
W-1	180.00	190.00	195.00	210.00	240.00	245.00	280.00	350.00	380.00	420.00	455.00		475.00		505.00	525.00		
E-9	135.00		160.00	305.00	320.00	350.00		375.00	490.00	500.00		510.00	520.00	550.00	575.00	620.00		
E-8	135.00		160.00	305.00	320.00	350.00		375.00	490.00	500.00		510.00	520.00	550.00	575.00	600.00	620.00	
E-7	135.00		160.00	305.00	320.00	350.00		375.00	490.00	500.00		510.00	520.00	550.00	575.00	600.00		
E-6	135.00		160.00	280.00	300.00	315.00	325.00	350.00	450.00	465.00			480.00	495.00	510.00	525.00	550.00	
E-5	70.00	80.00	160.00	280.00	300.00	315.00	325.00	350.00	450.00									
E-4	70.00	80.00	160.00	280.00	290.00				390.00									
E-3	50.00	60.00	100.00															
E-2	50.00	60.00	75.00															
E-1	50.00																	

Note: If there is no amount under cumulative years of sea duty, the amount immediately to the left applies.

Table 18-2. Monthly Career Sea Pay Rates (Navy and Marine Corps Members) – Effective October 1, 2001

MONTHLY CAREER SEA PAY — EFFECTIVE MAY 1, 1988 — (Other than Navy / Marine Corps)																		
Cumulative Years of Sea Duty (note)																		
Pay Grade	1 or less	Over 1	Over 2	Over 3	Over 4	Over 5	Over 6	Over 7	Over 8	Over 9	Over 10	Over 11	Over 12	Over 13	Over 14	Over 16	Over 18	Over 20
O-6	0.00			225.00	230.00		240.00	255.00	265.00	280.00	290.00	300.00	310.00		325.00	340.00	355.00	380.00
O-5	0.00			225.00				230.00	245.00	250.00	260.00	265.00			285.00	300.00	315.00	340.00
O-4	0.00			185.00	190.00	200.00	205.00	215.00	220.00		225.00		240.00		270.00	280.00	290.00	300.00
O-3	0.00			150.00	160.00	185.00	190.00	195.00	205.00	215.00	225.00		240.00		260.00	270.00	280.00	290.00
O-2	0.00			150.00	160.00	185.00	190.00	195.00	205.00	215.00	225.00		240.00		250.00	260.00	270.00	280.00
O-1	0.00			150.00	160.00	185.00	190.00	195.00	205.00	215.00	225.00		240.00		250.00	260.00	270.00	280.00
W-5	150.00				170.00	290.00	310.00				350.00	375.00	400.00		450.00		500.00	
W-4	150.00				170.00	290.00	310.00				350.00	375.00	400.00		450.00		500.00	
W-3	150.00				170.00	270.00	280.00	285.00	290.00	310.00	350.00	375.00	400.00		425.00		450.00	
W-2	150.00				170.00	260.00	265.00		270.00	310.00	340.00		375.00		400.00			
W-1	130.00	135.00	140.00	150.00	170.00	175.00	200.00	250.00	270.00	300.00	325.00		340.00		360.00	375.00		
E-9	100.00		120.00	175.00	190.00	350.00		375.00	390.00	400.00		410.00	420.00	450.00	475.00	520.00		
E-8	100.00		120.00	175.00	190.00	350.00		375.00	390.00	400.00		410.00	420.00	450.00	475.00	500.00	520.00	
E-7	100.00		120.00	175.00	190.00	350.00		375.00	390.00	400.00		410.00	420.00	450.00	475.00	500.00		
E-6	100.00		120.00	150.00	170.00	315.00	325.00	350.00		365.00			380.00	395.00	410.00	425.00	450.00	
E-5	50.00	60.00	120.00	150.00	170.00	315.00	325.00	350.00										
E-4	50.00	60.00	120.00	150.00	160.00													
E-3	0.00																	
E-2	0.00																	
E-1	0.00																	

Note: If there is no amount under cumulative years of sea duty, the amount immediately to the left applies.

Table 18-3. Monthly Career Sea Pay Rates (Other than Navy and Marine Corps Members)
Effective May 1, 1988

Chapter 18—Special Pay—Sea Duty

1801—General Provisions

37 U.S.C. 305a

Table 18-2

SECNAVINST 7220.77D,
December 30, 1996
CNO Washington DC
P 121930Z OCT 01

Table 18-3

Public Law 100-180,
Section 621,
December 4, 1987